

S E C R E T

MINUTES

CIA RETIREMENT BOARD MEETING

2:15 p.m., 25 April 1968

PRESENT: Mr. [REDACTED] - Chairman  
Mr. [REDACTED] - DDP Member  
Mr. [REDACTED] - DDP Member  
Mr. [REDACTED] - DDI Member  
25X1A9a Dr. [REDACTED] - DDS&T Member  
Mr. [REDACTED] - DDS Member  
Mr. [REDACTED] - DDS Member  
Mr. [REDACTED] - Legal Adviser  
Mis. [REDACTED] - Technical Adviser  
Mrs. [REDACTED] - Recording Secretary  
Mr. [REDACTED] - Executive Secretary

1. The minutes of the eighty-sixth meeting of the Board were reviewed and approved as amended. The minutes were amended to record a dissenting vote by Mr. [REDACTED]

25X1A9a

2. The Board reviewed 1 case of an employee who had been nominated for designation as a participant in the System, 1 request from a participant for voluntary retirement, and 1 request from a participant for disability retirement. The Board took action as follows:

a. Recommended designation as a participant of the following named employee who has completed 15 years of Agency service:

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b. Recommended approval of the request for voluntary retirement received from the following named participant:

25X1A9a

- 31 May 1968

c. Recommended approval of the request for disability retirement received from the following named participant:

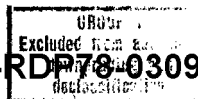
25X1A9a

- Upon expiration of sick leave

25X1A9a

3. The Board next considered the case of Mr. [REDACTED] for whom the Deputy Director for Plans was requesting an extension of service, under the CIA Retirement System, until 30 June 1969. This case had been tabled at the last meeting of the Board. Mr. [REDACTED] informed the Board that he had a lengthy discussion with Mr. Karamessines on this case and briefed him on the Board's attitude in the case. Mr. Karamessines asked that the Board consider as an

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alternate proposal that [REDACTED] be extended until the end of this calendar year, instead of the end of the following fiscal year as previously proposed, to allow the DDP to use his services in the Personnel Management Staff and to give him a chance to relocate himself. The Board unanimously recommended that the Deputy Director for Plans' alternate proposal be approved, i.e., deferment of Mr. [REDACTED] retirement until 31 December 1968.

25X1A9a

4. The next case considered by the Board was a memorandum from Mrs. [REDACTED] requesting that her currently scheduled retirement date, 30 June 1968, be further deferred until 30 June 1970, or even longer so that she might work as long as possible. [REDACTED] based her request on financial hardship, in that she is a widow with no other income except her salary and her annuity will be only \$151.00 per month. [REDACTED] was previously granted a one year extension from June 1967. The Director, Central Reference Service stated that Mrs. [REDACTED] performs her [REDACTED] duties in a highly satisfactory manner but her duties are not of such a unique or specialized nature to cause undue difficulty in recruiting and training a replacement; therefore, her request for extension will have to be decided by the Board on the financial hardship grounds. Mr. [REDACTED] recommended, for the DDI, that she be granted a one year extension on the grounds that she turns in a fine performance and is not blocking the career progression of another employee, as well as her obvious need to work. After a thorough discussion of the case, the Board unanimously approved the following: "Unless or until Agency policy is revised to exclude personnel in particular categories of work or grade level, the Board feels that pressure should be maintained to carry out existing Agency policy. Therefore the Board recommends in this case extension for one year with real active effort on her part and on the part of the Agency to obtain other employment".

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25X1A9a

5. The final case considered by the Board was a request from [REDACTED] a participant in the System, that a determination be made regarding the crediting of a period of 5 years of domestic employment as "qualifying service" for the System. He further stated that if this service was declared to be qualifying service he desired to apply for voluntary retirement effective 31 May 1968. This service, during the period 9 January 1963 through 9 January 1968,

25X1A9a

25X1A9a

25X1A9a

[REDACTED] The Board concluded that [REDACTED] had performed more than 60 months of qualifying service, composed of 24 months and 3 days of overseas service and approximately 60 months of domestic qualifying service. The Board further recommended that [REDACTED] be approved for voluntary retirement effective 31 May 1968.

25X1A9a

6. The meeting adjourned at 3:05 p.m.

25X1A9a

Executive Secretary

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. . . . The 86th meeting of the CIA RETIREMENT BOARD

convened at 2:15 p.m. on Thursday, 25 April 1968, with the following  
present:

25X1A9a Mr. [REDACTED] Chairman  
Mr. [REDACTED] ODP Member  
Mr. [REDACTED] ODP Member  
Mr. [REDACTED] Member  
Dr. [REDACTED] T Member  
Mr. [REDACTED] S Member  
Mr. [REDACTED] S Member  
Mr. [REDACTED] l Adviser  
Miss [REDACTED] nical Adviser  
Mr. [REDACTED] Executive Secretary  
Mrs. [REDACTED] Recording Secretary

25X1A9a

I'd like to read to you the memorandum I

wrote to [REDACTED] (Reading)

25X1A9a

DD/S 68-1978

19 April 1968

MEMORANDUM FOR: Mr. [REDACTED] 25X1A9a

Gerry:

The CIA Retirement Board is almost three years old and it has struggled mightily to get the retirement system under way. I think the Board has done a lot of conscientious, soul-searching work. Considering the disparate interests of the four Directorates in the system, I am amazed that we have been so successful. The Board members have asked that I express our appreciation for the guidance and ideas you have contributed to our joint effort.

25X1A9a

[REDACTED]  
Chairman  
CIA Retirement Board

25X1A9a

[REDACTED] The Minutes of the last meeting - any additions  
or corrections?

25X1A9a

Yes. Paragraph 6.b. -- I distinctly

25X1A9a

remember voting against this -- so I would recommend that we strike the word

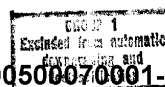
"unanimously" and just say: The Board recommended that Mr. [REDACTED]

retirement be further deferred until 31 July 1969 with a proviso that he continue

his own efforts to try to find another career on the outside and continue to work with

the outplacement office.

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25X1A9a

On this particular recommendation, I have

asked [REDACTED] to review their records of their work and dealings with Mr.

25X1A9a

[REDACTED] and give us some idea about his attitude -- is he realistic? is he making a real try? what are his qualifications? and so on -- that he has been down there and worked with them -- because I thought it would give us some more insight into his problem.

Any other additions or corrections to the Minutes? (No response.) If not, we will accept them as amended. 25X1A9a

25X1A9a Our first case is a 15 year vested interest case [REDACTED] [REDACTED] - 76 months of qualifying service, 20 years of Federal service, 16 years of Agency service. There doesn't seem to be any question about it--

25X1A9a

I move he be designated.

Second.

. . . This motion was then passed . . .

25X1A9a 25X1A9a

Our second case is a disability retirement

25X1A9a

case - [REDACTED] We have a statement here from [REDACTED] that he has consulted with the Medical Staff and the using component regarding the nature of the illness for any BEC implications, and the conclusion is that there is no basis for a BEC claim in this case. As a matter of fact, there are

several cases here that are covered in this memorandum. Medical

findings -- the Board, consisting of two CIA staff members and one outside physician, recommend his application be approved, and state that it is considered

25X1A9a

unlikely [REDACTED] will be capable of assuming full-time duty for the foreseeable

future ... (reading)... and that the disability of [REDACTED] be 25X1A9a

considered permanent.

So there really doesn't seem to be any issue before the Board, and may I assume the motion that we recommend his disability retirement?

25X1A9a

I so move.

Second.

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. . . This motion was then passed . . .

25X1A9a 25X1A9a [REDACTED] Now I have a non-agenda item. Mr. [REDACTED] GS-18, in the DD/P, has applied for voluntary retirement to be effective 31 May 1968. [REDACTED] is age 53, has 25 years of Federal 25X1A9a service, has 20 years of CIA service, and has signed all the necessary forms. He has a verified 62 months and 22 days of qualifying service. He claims more than that - he claims some 86 months, but we didn't bother to verify more than the 60.

Any discussion?

25X1A9a [REDACTED] I move we recommend approval. [REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a 25X1A9a [REDACTED] Item 3, request for extension of [REDACTED] -- the case that we considered last time and tabled it. 25X1A9a [REDACTED] I have had a lengthy discussion with Mr. Karamessines on this case -- and we had briefed him on the Board's attitude in this case. Tom was asking me if he could submit for your 25X1A9a consideration the alternate proposal that Mr. [REDACTED] be extended until the end of this calendar year, instead of our original proposal to go on to the 25X1A end of the following fiscal year, for two reasons: one, because we honestly can make good use of Bill for three or four months in the job in the [REDACTED] 25X1A [REDACTED], and secondly, to give the man a chance to relocate himself. He has been in [REDACTED] for over four years. He still hasn't really had an [REDACTED] opportunity to try to relocate himself -- and he does have to relocate himself 25X1A6a and does have to get another job - no question about that. So Tom asked 25X1A that we submit this proposal for your consideration.

25X1A9a [REDACTED] This would be a six month extension -- [REDACTED] Yes -- well, it would be seven months,

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because retirement is due on his birthday, which would be May 23rd. As a practical matter, we can't get Bill back here until about August, because of the replacement problem and this sort of thing, so we would get really about four months' work out of him here -- and we honestly think that he can contribute during those four months--

25X1A9a

How many young children does Bill have?

Just one, from a second marriage.

25X1A9a

He sold his house right before he went overseas.

25X1A

As one other spokesman for the opposition,

[REDACTED], I wouldn't have any difficulty in explaining this to Agency employees who inquired about how come senior grade people are being extended, because we have almost habitually agreed to an extension that was only a matter of months.

25X1A So this would give me no difficulty at all.

25X1A9a

25X1A9a

Incidentally, [REDACTED], the [REDACTED] case still didn't make the Board today?

25X1A9a

meeting.

No. It will be on the agenda for the next

25X1A9a

We do have this case coming up -- and I think this is the first time this has been officially surfaced -- where she's saying: I'd like a couple more months, instead of retiring in November '68, for tax purposes, so that my lump sum leave payment comes to me in '69. Bill may not have thought of this - throwing his lump sum leave payment into the next year.

Believe me, this was not personal -- and I'd like to say Bill is a good friend of mine, and I have the greatest respect-- It's just this problem of telling the Director, "This is the only man--" And, I'm sorry, I just couldn't do it in this case. But I'm all for the 31 December, myself.

25X1A9a

Yes, 31 December -- that is to his advantage.

25X1A9a

I'll even throw out the motion. I recommend

that we extend [REDACTED] until 31 December 1968.

25X1A9a

I second it.

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25X1A9a

Any further discussion? (No response.)

. . . This motion was then passed . . . 25X1A9a

25X1A9a

I think this is a good case - the case,

where we should quite explicitly explain the reason behind this.

25X1A9a

MR. I'm wondering if we want to go into the fact

that the Board did not agree to the full year--

25X1A9a

I'd rather not get into that. This is a good recommendation and I think it stands on its own feet.

Okay.

25X1A9a

Item 4, extension of Mrs. from 30 June

1968 to 30 June 1970 -- it's a request for a two year extension. I believe, from her own write up, she actually would like to go to age 70, or as long as 25X1A

she can continue to work. She's a . She was born in 1905 -- she is now 62 and eight tenths or nine tenths years old. She joined Government fairly late in life - in 1953, and therefore she will have a relatively small annuity.

A two year extension would increase her annuity by at least \$400 per annum.

She is eligible for the minimal Social Security annuity of \$47.70 per month.

And she is entitled to continue her life insurance and hospitalization coverage.

She states, I believe, that she will be completely dependent upon her annuities

from Civil Service and Social Security. She requests specifically a two-year

extension - "...or even longer, to the mandatory retirement age of 70 so that

I may work as long as possible." 25X1A9a

recommended a one year extension on the grounds that she turns in a fine

performance, is blocking no one, as well as her obvious need to work.

25X1A9a

We extended her for one year prior to

this request--

25X1A9a

She has already had a one year extension --

which is almost self apparent, because she is now almost 63.

25X1A9a

I'd like to make a comment on this one. I

must admit that "for compassionate reasons" alone persuaded me to go along

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with this extension even before the introductory remarks that you (indicating 25X1A9a [REDACTED] made, and I am even more convinced now, because we may be facing a situation where there is a relaxation for people of this type and we will all be looking back at people we forced out who were really hurting by it, and under a newly established rule -- which I admit is not here yet -- might be entitled to work longer. So the idea of buying a little time on any of these, appeals to me.

25X1A9a [REDACTED] And I would be sorry to see the Director put the endorsement on this one that he put on all the other extensions recently -- as described at our last meeting -- that he approves with the understanding that there will not be a further request for extension -- because here is a case where it seems to me there is almost bound to be a further request for extension if she is extended for one year.

25X1A9a [REDACTED] Roger, if I may comment here, as far as we know there has been no effort on the part of this woman to plan for her retirement. She has been extended. She is doing a good job and they would be glad to have her. But as far as I can see, she will be here until age 70 and won't plan or make any effort to go elsewhere -- and I wonder if this is good from the point of view of Agency policy? -- should she not be encouraged very strongly to plan to retire and seek other employment?

25X1A9a [REDACTED] Well, I would suggest that she try through the out-placement office to find employment outside. Because she is going to come back here every year. She has been uninterruptedly in the business of

25X1A [REDACTED] since 1935 -- and I'm just wondering if there might not be something available for her on the outside. I'm very sympathetic and I'm for recommending that we do extend, in keeping with the request of the Head of the Career Service, for a period of one year, but strongly suggest to her that she try through the outplacement office to find something along this same line on the outside.

25X1A9a [REDACTED] I endorse that.

It has just been brought to my attention that

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a year ago we notified her that her extension had been approved for a year, and we said:

"It is apparent that you will have to work for a few more years, and I would therefore urge that you continue your efforts to obtain other employment with compensation which when added to your annuity will maintain approximately your present net income. My office will be glad to give you any assistance possible. I would therefore suggest that you continue working with the retiree placement service."

25X1A9a [REDACTED] Is there any evidence she has ever worked with them?

25X1A9a [REDACTED] I don't know of any.

25X1A9a [REDACTED] You can see her primary aim in life right now is not current income as much as building up the annuity for that inevitable day-- But it's a little sad when you realize that after she works for another year she will only get an additional 10 or 12 dollars a month.

25X1A 25X1A9a [REDACTED] The thought occurs to me, I know of at least two companies in town that are engaged in the business of making commercial [REDACTED] and that sort of thing. And this is not a very high paying job, as you can see from her grade level - a GS-6 type job. And I'm not sure that she couldn't actually find a job outside and be much better off.

25X1A9a [REDACTED] Subtracting her annuity from the salary she asks on the outside --

25X1A9a [REDACTED] And she might even run up her Social Security by working under that system her last few years.

25X1A9a . . . [REDACTED] joined the meeting at this point . . .

25X1A9a [REDACTED] . . . [REDACTED] left the meeting for a few minutes to take an urgent phone call . . .

25X1A9a [REDACTED] 25X1A [REDACTED]  
[REDACTED] Roger, what is this work - [REDACTED]

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25X1A

25X1A9a

25X1A

I don't know what it is, but I could find out.

She works in

25X1A

25X1A9a

I suppose she's just

and so on.

25X1A9a

She did the same thing before coming to the

25X1A

Government.

25X1A9a

It must be a recognized skill or field of work.

PA P

I have here her duties. (Reading from Fitness Report)

25X1A9a

I'd like to associate myself with what Mike

said awhile back. It seems to me that equity requires that if you have a policy you apply it. As soon as you start making exceptions for other than the short term reasons, you are introducing inequity. You can't really be fair to all people by making exceptions just because somebody can make a little bit more than somebody else. I think we ought to put a shorter term, actually, than a year for her, for example, because she has had a year's extension now.

I disagree with that completely.

25X1A9a

think we would be well advised to say six

months.

I disagree with that completely.

I'd like to say that I think we made a mistake a long time ago by including everybody in the Career Service. Of course the thought was,

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at that time, that we didn't want to establish an "elite corps." Well, okay. Now we are compounding that original - in my opinion error by saying that everybody is the same, and we have an early retirement system to assure that there is head room for the advancement of young people, and then we get down and we start haggling about GS-6's and GS-5's, and to me it is inconsistent --

25X1A9a [REDACTED] They are all ceiling positions, and we have to struggle with these restrictions--

25X1A [REDACTED] Early retirement is to make head room for the advancement of somebody. How is getting rid of this woman going to make headroom for the advancement of anybody?

25X1A9a [REDACTED] For a GS-4 --

25X1A9a [REDACTED] No, not according to the record here. John

[REDACTED] says - "recruiting and training a replacement".

25X1A 25X1A9a [REDACTED] If [REDACTED] is going to go out and hire somebody

25X1A 25 years old to come in and be a [REDACTED] at a GS-6, I don't see what you gain--

25X1A9a [REDACTED] Alan, it seems to me you are putting yourself in the position of trying to be the judge and the jury on the rightness of a policy that has already been decided, and by making the exception you're going to set aside the policy, and I don't think that is right.

25X1A [REDACTED]: Alan, let me give you a little advance insight into a policy that applies across the board to everybody. The rationale which is about to be considered speaks to this specific point: How can you really justify this with regard to all fields of work, all levels of work, and all grades of employees? And the rationale here gives three reasons for not exempting different categories or levels of people. Reason No. 1 is that you will saddle management with an onerous comparison problem that will plague them forever and ever -- each decision that you make is going to be used to justify other comparable or allegedly comparable requests for exemption -- and from a managerial point of view this is going to be too time-consuming,

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too difficult, and too plaguing.

Problem No. 2 is that each time you exempt a category or an individual person you increase the likelihood that some percentage of these people will actually, seriously, go over the hill in gradual deterioration of their performance, and then how do you chop it off between 60 and 70? It creates a new problem involving work considerations . . . . be so subtle as to be immeasurable, until you wake up someday and find you have a person who isn't really doing the job.

The third reason given-- And you don't have to accept these reasons, but they are about to be considered. The third reason given is the Agency believes, according to this rationale, that this is a high tempo organization by the very nature of its work, and it's best performed if people do work constantly under pressure, where the demands for peak accuracy and thoroughness in the work are very great at all levels, and that if you have any substantial body of your employees who by reason of age, and so on, can't be expected to work at high tempo, that this will have a derogatory effect on the tempo of the entire Agency.

So, these are the three reasons given for not attempting to exempt different categories.

25X1A9a [REDACTED] I'd like to say, in response to Karl, that I am not judging this case [REDACTED] Karl. My remarks were simply 25X1A9a about the policy, which I feel is basically wrong. This is a personal feeling.

25X1A9a [REDACTED] I agree, as far as the policy, but we have it and I think the only fair way to enforce it is across the board.

25X1A9a [REDACTED] You are quite right -- but I personally don't accept the arguments for the rationale, on the ground that they all seem to be for the convenience of management, and this seems to be a wrong premise or basis from which to operate--

25X1A9a [REDACTED] Let me point out the entire rationale is based on the premise that the work of this Agency is so different, so sensitive, so

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important to the Government that it is necessary to subordinate the best interests of the individual to the best interests of the Government. That is premise No. 1.

25X1A9a [REDACTED] That's fine, but that makes it sound like we're all scurrying around collecting intelligence, and recruiting agents, and mounting covert operations -- and this is not so. Somebody is down there [REDACTED] and if it's broken putting it together again. And I can't see how you work up a head of steam over that. And somebody has to take a little brush and dust the antennas and tubes in a radio set, I guess, too -- and I can't see how that--

25X1A9a

[REDACTED] For the moment the policy is set forth for across the board. It may be changed -- but I can't tell you this--

25X1A9a [REDACTED] This Board has the responsibility, in addition to passing on these things that come before it, to advise the Director of Personnel on what policy changes should be considered. We are not in a position to establish them, but I think we're in an advisory capacity -- and I don't propose to make a motion here today, but I think these are the kinds of things we ought to think about.

25X1A9a [REDACTED] I think this case fits the criteria that we have established in previous hardship cases. This is clearly a hardship case at this time, judging by the annuity that she is entitled to. She has said she has no other source of income. She is not blocking anybody else. Judging by what [REDACTED] says - he takes a neutral position but he says that her duties are not of such a unique or specialized nature that they would experience undue difficulty in recruiting and training a replacement -- so this means they would have to go outside and bring somebody else in--

25X1A9a [REDACTED] Roger, suppose the word goes out that we are going to hire and train negroes for some of these jobs? This would seem to me to be a natural - you know, to bring in a Grade 3 or 4 and put him in that job. She herself was a GS-4 at one time. Maybe the crunch will be on to

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employ people of that sort. How can you say that at the end of this year she wouldn't be blocking somebody to whom they would very much want to give this employment? And I think there is no demonstration in her record that she has really made an effort to get outside employment. It isn't as though the only place she could ply that trade is in CIA. And I wouldn't say it's a demonstrated hardship case until she comes in and she proves she has tried and she has failed to get a job on the outside. I don't accept that just because she says it would be difficult--

25X1A9a

How about saying: Unless or until Agency policy is revised to exclude personnel in particular categories of work or grade level, the Board feels that pressure should be maintained to carry out existing Agency policy. Therefore the Board recommends in this case extension for one year --

25X1A9a

With increased efforts to find outside employment --

25X1A9a

With real active effort on her part and on the part of the Agency to obtain other employment.

25X1A9a

And hopefully, in this case, to ease the way, I think you should hit the highlights of why we have so recommended, so we can explain to the Executive Director why we extended this case.

25X1A9a

Karl made a little different point, though -- that there could be many, many people who would be happy to work their way up the ladder in that job.

25X1A9a

We could probably get some girl out of the IAS or some other unhappy clerk who might be very happy to be trained for this job. Of course, that is not a category in which we're over strength, anyhow.

25X1A9a

25X1A9a

I move what you just read there.  
Second.

. . . This motion was then passed . . .

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25X1A

25X1A9a

25X1A

I would like to say, John, what I said here

before you came in, that the

25X1A

25X1A9

25X1A9a

Reservations I can understand -- but let's

get the facts.

25X1A9a

: But I understand that under the 701 Exercise

we didn't look for legislation, and we found it within the prerogatives of the

Director -- and second, that all we did was notify the Committee and the

Civil Service Commission group--

25X1A9a

I don't think these situations are necessarily

comparable, though.

25X1A9a

I understand they are not comparable, but

they're very close, it seems to me.

25X1A9a

There's one more case here, the case of

25X1A9a

who wishes to be designated a participant and also to

retire.

25X1A9a

He is already a participant.

25X1A9a

The DDP suggests that this man has had at least 60 months of qualifying service by reason of domestic service during the

25X1A14b

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25X1A14b

[REDACTED]

25X1A8a [REDACTED] It's almost too good a case. But this is what the system was intended for, in part.

25X1A9a [REDACTED] They do bring into the case that he was dealing with foreign nationals. I would think in one respect this does increase the risk, because the chances of a breakdown of communications in teaching

25X1A14b

25X1A8a [REDACTED] There's another thing -- although he no doubt would have excellent opportunities of finding civilian employment in

25X1A14b commercial [REDACTED] he certainly couldn't say he's had a lot of experience with the CIA in [REDACTED] 25X1A14b

It's a good case.

25X1A9a [REDACTED] Does he have another job? is that why he wants to retire?

25X1A9a

[REDACTED] There is no indication of this, whatsoever.

I would assume that if we approve this case we might be automatically establishing creditable service for some others -- not a great many, probably, but some others -- but it's most likely, perhaps, that the others already have their 60 months of qualifying service.

25X1A9a [REDACTED] What is his total service?

25X1A9a [REDACTED] 30 years. He's a retired Master Sergeant, so he will have to waive that--

25X1A9a [REDACTED] He wants to stay on until May so he will have 10 years under our system.

25X1A9a [REDACTED] It seems to me inevitable that we do establish precedents, and it also seems to me desirable that we get some of these things resolved. 25X1A9a

25X1A9a [REDACTED] reminds me we have already established a precedent in one [REDACTED]

25X1A14b

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25X1A9a

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25X1A6a

[REDACTED] But in establishing a precedent for [REDACTED]  
apparently there are only two staff employee instructors, plus five contract  
employees.

25X1A9a

[REDACTED] But with the turn-over that could mean more  
people.

25X1A6a

service--

[REDACTED] Doesn't he have to have 10 years of Agency

[REDACTED] Yes, and that is why he wants to wait until

May of 1968, when he will have the 10 years.

25X1A6a

[REDACTED] I might add that because of the precedent,  
as was brought up here, that in this particular case we had a special  
investigation made of exactly what this man did, to see if it bore out what he  
said he did -- and it was conducted by a member of the Clandestine Services  
Personnel Staff -- (and it did) ... (inaudible)...

25X1A6a

[REDACTED] I move he be designated.

[REDACTED] Second.

. . . . This motion was then passed . . . .

. . . . The meeting adjourned at 3:05 p.m. . . . .

SECRET